(d) if so, the steps proposed to rectify the errors of management and culture in the UGC; and

(e) whether it is fact that Government have also asked the University Grants Commission to review women's studies in all universities?

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRI MD. ALI ASHRAF FATMI): (a) No, Sir.

(b) Does not arise.

(c) and (d) The Union Government, from time to time, guides UGC in the discharge of its function under the UGC Act, 1956 by such directions on questions of policy relating to its constitutional obligations as it consider necessary. The Commission has been advised to develop a system for 'on-line' submission and to carry out is decision on its website of applications and processing.

(e) A Standing Committee has been constituted by the Government to go into the working of Women's Studies on a continuing basis and submit periodic reports to the UGC.

Hasslefree environment for women at work place

3268. SHRI MANOJ BHATTACHARYA: Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether the Hon'ble Supreme Court of India has prescribed certain guidelines and norms for all employers to ensure good and hassle free environment for women at work places;

(b) if so, the details therof;

(c) the steps taken by Government to create an awareness of these norms amongst the employers and to motivate them to take appropriate action in this regard; and

(d) if answer to the part (c) above is in the negative, the reasons therefor ?

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI KANTI SINGH):(a) and (b) The Supreme Court,

in its judgement dated 13.8.1997 in the Vishaka case has laid down certain norms and guidelines for dealing with sexual harassment of women at the workplace.

The guidelines laid lown by the Supreme Court provide definition of sexual harassment, the mechansims, to be created at the workplace to provide redress in complaints of sexual harassment and steps to be taken by the employer and other responsible persons towards prevention of sexual harassment at workplace.The guidelines are applicable to all employers and the same have been ordered in the judgement as the law declared by the Supreme Court under Article 141 of the Constitution.

(c) The Government has taken a number of initiatives in the regard. The details are given in the Statement (*See* below).

(d) Does not arise.

Statement

Details of initiatives taken by the Government to implement the guidelines laid down by the Supreme Court and to create awareness about the issue of sexual harassment at workplace

The Government has requested all the Central Ministries/Departments, Chief Secretaries of all the State Governments/Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committees and to ensure that the guidelines laid down by the Supreme Court in the Vishaka case for prevention of sexual harassment at workplace are implemented.

The National Commission for Women (NCW) formulated a Code of Conduct for Workplace, putting down the Supreme Court's guidelines mentioned above in a simple manner. This has been circulated to State Commissions for Women, Non-Governmental Organisations, the apex bodies for the Corporate Sector, Public Sector Undertakings, Media, Ministries/Departments and other institutions.

The NCW has instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational/Institutions/Hotels/ Media etc. to assess the extent of implementation of the guidelines.

Department of Public Enterprises issued circular in May, 1998 to all administrative Ministries/Departments concerned with Central Public Sector Establishments to direct the Chief Executives of CPSEs under their administrative control for adherence and compliance of the Supreme Court's guidelines on prevention of sexual harassment by making amendments in the CDA Rules of the CPSEs.

A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to review the implementation of the guidelines. During the year 2004, the Committee met on 27-7-2004. In pursuance of the meeting, all Ministries/Departments and State Governments/UT Administrations were again requested to ensure setting up of complaints committee and to ensure its proper functioning.

So far as implementation of the Supreme Court guidelines in regard to setting up of complaints committee in small establishments like shops and call centres are concerned, section 1(3) of the Industrial Employment (Standing Orders) Act, 1947 applies to every establishment wherein 100 and more workers are employed. However, appropriate Government may apply the provisions of the Act to any industrial establishment employing less than 100 persons. Since the State Governments are the appropriate Government in respect of commercial establishments like shops and call centers, necessary instruction have been issued by the Ministry of Labour and Employment during January, 2005 to all Labour Secretaries asking them to suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.

The Central Civil Services (Conduct) Rules, 1964 have been amended to include sexual harassment as misconduct. The Central Civil Services (Control, Classification and Appeal) Rules, 1965 have been amended during July, 2004 to provide that the Complaints Committee established in each Ministry or Department of Office for inquiring into complaints of sexual harassment shall be deemed to be the inquiry authority appointed by the disciplinary authority and the Complaints Committee shall hold the inquiry as far as practicable in accordance with the procedure laid down in these rules (i.e. the procedure for holding inquiry into disciplinary proceedings for award of a major penalty).

The Department of Women and Child Development is examining a draft legislation to prohibit sexual harassment of women at workplace.

Amendment have been made to the Industrial Employment (Standing Orders) Act, 1946 so that the sexual harassment of women at workplace in the private sector could constitute an offence for which a workman is liable for disciplinary action.

Necessary instruction have been issued by the Ministry of labour and Employment during January, 2005 to all State Labour Secretaries asking them to take suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.

Media campaign has been undertaken by the Department of Women and Child Development to create awareness on various issues concerning women and children, including compliance with the Supreme Court's guidelines on the prevention of sexual harassment of women at workplace.

Villages with vocational training facilities

†3269. PROF. M.M. AGARWAL: Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) the percentage of villages where facilities for vocational training are available in the schools and colleges; and

(b) the details of the steps taken by Government till date to increase the vocational courses in such schools and colleges?

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRI MD. ALI ASHRAF FATMI): (a) and (b) Since the inception of the Scheme of Vocationalisation of Secondary Education at +2 level in 1987-88, around 8000 schools have been selected for conducting over 21000 vocational sections. While selecting schools under the scheme, preference is also being given to villages in rural areas lacking in such facilities. The existing scheme is under revision for wider scope and coverage. In addition to the Vocational Higher Secondary Schools, 5114 Industrial Training Institutes/Centres are also providing Craftsmen Training and under the Scheme of University Grants Commission 2758 institutes/colleges were assisted for conducting vocational courses at degree level.

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†Original notice of the question was received in Hindi.